

PROBATION OFFICER

Far Visual Acuity

Recommended Guideline

Far visual acuity should be measured via telebinocular or standard Snellen eye chart at a distance of 20 measured feet.

With eye glasses or contact lenses:

20/40 in one eye and 20/70 in the other, or
20/30 in one eye and 20/100 in the other, or
20/20 in one eye and 20/400 in the other.

Testing Specifications

Experts' Comments

The job analysis data indicate that far visual acuity is an important vision dimension for Probation Officers. In addition, the job analysis data indicate that driving is an important skill for Probation Officers.

Based upon visual acuity standards of other agencies, the proposed guideline represents the least restrictive guideline for far visual acuity. At the same time, this guideline should be sufficient to meet the visual acuity needs for a Class I or a Class II California driver's license.

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Near Visual Acuity

Recommended Guideline

As measured via telebinocular of Jaeger, corrected to at least J-6 in the better eye; or, if driving required:

20/40 (Snellen) in each eye with or without corrective lenses.

Testing Specifications

Experts' Comments

Job analysis data indicate that Probation Officers do a great deal of reading and, therefore, that near visual acuity is an important vision dimension. In addition, the job analysis data indicate that driving is an important skill for Probation Officers. The proposed guideline is based upon guidelines drawn from other agencies that were set for jobs where reading or driving are important skills.

PROBATION OFFICER

Peripheral Vision

Recommended Guideline

NOTE: This guideline applies only to positions required a Class I or Class II California driver's license.

Field of vision of at least 70 degrees in the horizontal meridian in each eye.

Testing Specifications

Experts' Comments

The job analysis data do not indicate that peripheral vision is an important dimension for Probation Officers. The only exception to this finding is that Probation Officers who are required to drive must have at least minimal peripheral vision. The proposed guideline is that listed by Nylander & Carmean for positions requiring applicants to possess a Class I or Class II California driver's license.

PROBATION OFFICER

Visual Color Discrimination

Recommended Guideline

NOTE: This guideline applies only to positions where a valid driver's license is required.

Ability to recognize the colors of traffic signals and devices showing standard red, green, and amber.

Testing Specifications

Experts' Comments

The job analysis data do not indicate that visual color discrimination is an important dimension for Probation Officers. The only exception to this finding is that Probation Officers who are required to drive must have the ability to recognize the colors of traffic signals. The proposed guideline is that listed by Nylander & Carmean for positions requiring applicants to possess a Class I or Class II California driver's license.

PROBATION OFFICER

Basic Auditory Abilities

Recommended Guideline

No entry-level screening is recommended.

The job analysis data indicate, and the hearing experts concur that, basic auditory abilities are not sufficiently critical for Probation Officers to require specific guidelines.

Testing Specifications

Experts' Comments

“... agree that no guidelines are required under the first three dimensions of sound detection, sound localization, and sound recognition/discrimination.”

PROBATION OFFICER

Speech Perception

Recommended Guideline

QUIET ENVIRONMENT

In either ear:

- Pure-tone thresholds not worse than 29 dBHL at 500, 1000, 2000, and 3000 Hz.
- Speech discrimination to exceed 75% at 50 dBHL in a sound field when using recorded CID W22 monosyllabic word lists.
- Hearing aids are acceptable if candidate wears the hearing aid when on the job and is able to meet the above guidelines with aid set at normal volume.

NOISY ENVIRONMENT

No guidelines recommended.

Testing Specifications

Pure-tone thresholds to be measured:

- in a quiet room meeting ANSI S3.1 (1977) standards,
- using equipment calibrated to ANSI 3.21 (1978) standards, and
- by a certified audiologist.

Experts' Comments

"In the interviewing and counseling tasks of the probation officer, it would seem that he or she would have the ability to seek out a quiet environment in which to carry out that counseling or interviewing."